

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-309772

Date Filed

1/3/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Durham School Services		b. Tel. No. (425) 258-9251
		c. Cell No.
		f. Fax. No. (425) 258-3133
d. Address (Street, city, state, and ZIP code) 1304 80 th St. SW Everett, WA 98203	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7) @durhamschoolservices.com
		h. Number of workers employed 123
i. Type of Establishment (factory, mine, wholesaler, etc.) School Bus Operator	j. Identify principal product or service Transportation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer violated the Act when it: 1) interrogated a worker with regards to protected Section 7 activity; 2) interrogated a worker with regards to protected Section 7 communications; 3) threatened a worker with discipline if they did not divulge protection Section 7 communications.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Teamsters Union Local No. 38

4a. Address (Street and number, city, state, and ZIP code) 2601 Everett Ave. Everett, WA 98201	4b. Tel. No. (425) 252-3800
	4c. Cell No.
	4d. Fax No. (425) 252-3889
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date

Tel. No.

206-257-6001

Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-309791	1/3/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Geo Group Inc.		b. Tel. No. (253)396-1611
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1623 E J Street Tacoma, WA 98421	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7) @geogroup.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) security	j. Identify Principal Product or Service security	

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In about mid October 2022, the above-named Employer agreed to reset all attendance points and remove attendance discipline once the collective-bargaining agreement was ratified. However, since about December 12, 2022, the date of contract ratification, the above-named Employer has failed and refused to bargain in good faith by resetting attendance points and removing disciplines that occurred before October 24, 2022, instead of for those occurring before December 12, 2022.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Government Security Officers of America, Local 883

4a. Address (Street and number, city, state, and ZIP code)

2602 S. 38th St., Unit 36
Tacoma, WA 98409

4b. Tel. No.

(360)972-0503

4c. Cell No.**4d. Fax No.****4e. e-mail**

chiefstewardlocal883ugsoa@
gmail.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Government Security Officers of America

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(360)972-0503

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address:

(b) (6), (b) (7)(C)

Date:

12-29-22

Fax No.**e-mail**

chiefstewardlocal883ugsoa@
gmail.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-309913Date Filed
1-5-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Garden Cycles LLC		b. Tel. No. (206) 650-9807
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7016 18 th Ave SW, Seattle, WA 98106-5100	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail gardencycles@hotmail.com
		h. Number of workers employed 18
i. Type of Establishment (factory, mine, wholesaler, etc.) Maintenance	j. Identify principal product or service Landscaping	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has violated the Act by:

- Making threatening, coercive, and intimidating statements to discourage protected concerted activity
- Creating the impression of surveillance
- Engaging in unlawful interrogation
- Making unilateral changes to terms and conditions of employment, including employees' compensation (pay increases and delayed payroll), work equipment, seasonal layoffs, retaliatory layoffs of the bargaining unit, and failing to bargain in good faith
- Laying off bargaining unit employees in retaliation for union organizing and other protected concerted activity
- Terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6) protected concerted activity

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Laborers International Union of North (LIUNA) Local 242

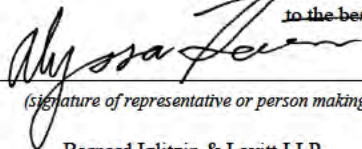
4a. Address (Street and number, city, state, and ZIP code) 22323 Pacific Hwy S Des Moines, WA 98198	4b. Tel. No. (206) 442 0470
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6) @nwlaborers.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Laborers International Union of North (LIUNA)

6. DECLARATION

I declare that I have read the above charge and that the statements are true
to the best of my knowledge and belief.



(signature of representative or person making charge)

Alyssa Garcia, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 1/5/2023

Tel. No.
(206) 257-6007

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

19-CA-309930

Date Filed

1-5-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. 206-768-4422
d. Address (Street, city, state, and ZIP code) 10700 27th Ave. S., Seattle, WA 98161		c. Cell No.
e. Employer Representative (b) (6), (b) (7)(C)		f. Fax No.
		g. e-Mail
		h. Number of workers employed 1200-1500
i. Type of Establishment (factory, mine, wholesaler, etc.) Mail Processing and Distribution Center	j. Identify principal product or service Mail and Package Delivery	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last 6 months, the Employer has retaliated against (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) has filed grievances against the Employer alleging that (b) (6), (b) (7)(C) is performing a higher level job but not receiving a higher rate of pay. The Employer is also retaliating against (b) (6), (b) (7)(C) for filing EEO complaints alleging that the Employer created a hostile work environment by failing to follow proper procedure.		
(b) (6), (b) (7)(C) filing charge (If labor organization, give full name, including local name and number)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I, (b) (6), (b) (7)(C), declare that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)
		Office, if any, Cell No.
		Fax No.
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)
		(date) 1/3/23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

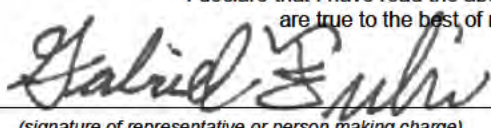
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-309977	1/6/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave S. Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, and specifically starting around October 1, 2022 and running through the present, the Employer has violated the Act by communicating messages that may discourage employees from unionizing to its employees in its U.S. Benefits Plan Description 2022-2023. Given that this document is distributed to employees nationwide, the Union requests a nationwide remedy.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Gabe Frumkin, Attorney (Print/type name and title or office, if any)	
Date 01/06/2023	
Tel. No. (206) 257-6012	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail frumkin@workerlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310209	Date Filed 1/11/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. 253-697-4000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 401 15th Ave SE Puyallup, WA 98372	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 1,100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (7)(A)

(b) (7)(A)

(b) (7)(A)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 425-917-1199
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Fax No. 425-917-9707
Address 15 S Grady Way Suite 200 Renton, WA 98057 Date		e-mail (b) (6), (b) (7)(C)

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310211	Date Filed 1/11/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Good Samaritan Hospital		b. Tel. No. 253-697-4000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 401 15th Ave SE Puyallup, WA 98372	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 1,100
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (7)(A)

(b) (7)(A)

(b) (7)(A)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Suite 200 Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-7271
	4d. Fax No. 425-917-9707
	4e. e-mail laurelw@seiu1199nw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 425-917-1199
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Fax No. 425-917-9707
Address 15 S Grady Way Suite 200 Renton, WA 98057 Date		e-mail (b) (6), (b) (7)(C)

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PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310220Date Filed
1/12/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sigma Design LLC contracted by Meta Platforms, Inc.		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 12916 Ne 125th Way Building #3 WA Kirkland 98034	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@sigmadzn.com
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Technology	j. Identify principal product or service Contracted labor by Meta	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date 01/12/2023 11:11:59 AM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from forming, joining, or supporting a labor organization.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-310247

Date Filed

1/12/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Home Depot Corp. USA		b. Tel. No. (206) 575-9200
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 6810 S 180th Street Tukwila, WA 98188	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 175
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail	j. Identify principal product or service Home Improvement Supplies and Products	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer, by its officers, agents and representatives, interrogated an employee about their conversations with other employees in relation to the topic of unions, encouraged an employee to report on the protected activities of other employees, and threatened an employee with discipline.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Person making charge)

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

Date

1/6/23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-310274

Date Filed

1/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed approx. 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has discriminated against Union members by refusing to allow them to attend the Holiday Party for Starbucks workers on the sole basis of their unionized status.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 01/13/2023

Tel. No.

(206) 257-6001

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

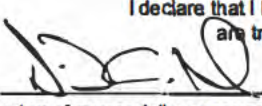
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310289	Date Filed 1/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer OEG (d/b/a Pride Electric, Inc.)	b. Tel. No. 425-454-3665
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 18133 NE 68th Street Suite D-120 Redmond, WA 98052	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@oeg.com
	h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	j. Identify principal product or service Electrical Construction
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six (6) months, the above-named employer violated Sections 8(a)(1) and (5) of the Act by dealing directly with one or more bargaining unit employees regarding terms and conditions of employment including subsistence and housing while working outside the jurisdiction of Local 46 for the benefit of the employer as provided for by the IBEW Local 46/Puget Sound NECA Inside Construction Agreement.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers, Local 46	
4a. Address (Street and number, city, state, and ZIP code) 19802 62nd Avenue South Suite 105 Kent, WA 98032	4b. Tel. No. 253-395-6500
	4c. Cell No. 253-499-3655
	4d. Fax No. 253-872-7059
	4e. e-mail ryan@ibew46.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Electrical Workers	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) David A. Hannah, Attorney (Print/type name and title or office, if any) 3309 34th Ave. S.W. Seattle, WA 98126 Address Date 1/12/23	
Tel. No. 425-941-5997	
Office, if any, Cell No. 425-941-5997	
Fax No.	
e-mail dhannah@ibew46.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-310293

Date Filed

1/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 425 Pike Street, Seattle, WA 98101	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at 425 Pike Street, Seattle, WA, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union, and 2) not providing bargaining dates in a timely manner thus unlawfully delaying the collective bargaining process.

The Union requests 10(j) relief.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

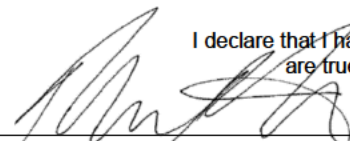
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 01/13/2023

Tel. No. (206) 257-6001
Office, if any, Cell No.
Fax No. (206) 378-4132
e-mail multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

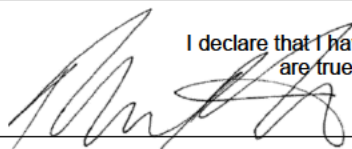
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310293	Date Filed 2/10/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 425 Pike Street, Seattle, WA 98101	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed 17
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six (6) months: Between about June 28, 2022 and September 23, 2022, Starbucks Corporation (the "Employer"): delayed in acknowledging the Union's demands to meet and bargain for a first contract for Store #60580 located at 425 Pike Street in Seattle, Washington (the "5 th & Pike" store); and failed to provide and/or delayed in providing the Union with dates for an initial first contract bargaining session for the 5 th & Pike store, despite the Union's multiple offers of bargaining dates and requests for dates from the Employer.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  (signature of representative or person making charge) </div> <div style="width: 45%;"> Marina Multhaup, Attorney (Print/type name and title or office, if any) </div> </div>	
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	
Date 2/10/2023	
Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310294	Date Filed 1/13/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Securitas Inc.		b. Tel. No. 425-653-1454
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 17930 International Blvd Suite #550, SeaTac, WA 98188	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@securitasinc.com
		h. Number of workers employed 1500
i. Type of Establishment (factory, mine, wholesaler, etc.) Security	j. Identify principal product or service Security Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months Allied Universal has refused to provide us with the information the union has requested in order to represent our members to its fullest extent.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

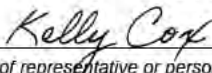
Kelly Cox

4a. Address (Street and number, city, state, and ZIP code)3720 Airport Way S
Seattle, WA 981344b. Tel. No.
206-448-73484c. Cell No.
206-327-2541

4d. Fax No.

4e. e-mail
kcox@seiu6.org**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Kelly Cox

(Print/type name and title or office, if any)

Tel. No.
206-448-7348Office, if any, Cell No.
206-327-2541

Fax No.

e-mail
kcox@seiu6.org

Address 3720 Airport Way S, Seattle, WA 98134

Date 1/13/23

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310360Date Filed
1/17/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mitsubishi Electric US, Inc.		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No. (425) 968-7537
d. Address (Street, city, state, and ZIP code) 127 10th St. S Suite 100 WA Kirkland 98033-6761	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Elevators and Escalators	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1,2 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) ng charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/14/2023 09:58:13 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

8(a)(2)

Within the previous six months, the Employer has provided unlawful assistance and support to a labor organization.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**AMENDED****DO NOT WRITE IN THIS SPACE**

Case

19-CA-310360

Date Filed

1/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mitsubishi Electric US, Inc. Elevator and Escalator Division www.Mitsubishi.Elevator.com		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No. (425) 968-7537
d. Address (Street, city, state, and ZIP code) 127 10th St. S. Suite 100 Kirkland, WA 98033-6761	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 80,728
i. Type of Establishment (factory, mine, wholesaler, etc.) Elevators and Escalators Construction	j. Identify principal product or service Elevators and Escalators	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a) (2) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

A rejection/Denial letter (b) (6), (b) (7)(C) denying employment (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) The unsatisfactory conduct (b) (6), (b) (7)(C) is referring to is (b) (6), (b) (7)(C) section 7 rights within my labor organization-International Union of Elevator Constructors IUEC, Local 19. Evidence of Blacklisting (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.**4e. e-mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

(b) (6), (b) (7)(C)

I read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

1/14/2023

Date

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.**e-mail**

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310391Date Filed
1/17/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Matson Siding, Inc.		b. Tel. No. 360.687.8968
		c. Cell No.
		f. Fax No. 360.687.8968
d. Address (Street, city, state, and ZIP code) 31701 NE Healy Rd. Amboy, WA 98601	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail office@matsoninc.net
		h. Number of workers employed 250
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction Contractor	j. Identify principal product or service Siding Installation	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
Employer engaged in unfair labor practices including but not limited to refusing to sign and apply an applicable collective bargaining agreement that was negotiated between the employer and union. In failing to sign and apply the collective bargaining agreement, the employer changed the wages, bypassed the union, failed to recognize the union, and dealt directly with employees.

The union and the employer have set the matter regarding contract violations for arbitration on March 14, 2023.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Pacific Northwest Regional Council of Carpenters

4a. Address (Street and number, city, state, and ZIP code) 25120 Pacific Highway South Suite 200 Kent, Washington 98032	4b. Tel. No. 253-945-8880
	4c. Cell No.
	4d. Fax No. 253-839-4908
	4e. e-mail pnwrc@nwcarpenters.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Brotherhood of Carpenters and Joiners of America

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Jenifer Anisman

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
213.488.4100

Office, if any, Cell No.

Fax No.

e-mail

Address 533 S. Fremont Ave., Los Angeles, CA 90071

Date January 17, 2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310443	1/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Tri-Cities Community Health	b. Tel. No. 509-543-1919
	c. Cell No.
	f. Fax No. 509-547-6670
d. Address (Street, city, state, and ZIP code) 800 W. Court Street, Pasco, WA 99301	e. Employer Representative Human Resources Director
	g. e-mail
	h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Medical Clinic	j. Identify principal product or service Medical Services
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the past six (6) months, the above named Employer refused the Charging Party's request for Union representation during in violation of (b) (6), Weingarten rights.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
(b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
	(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION	
I declare that I have read the above charge and that the statements of my knowledge and belief.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)	Date 1/17/23
	7. Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-310479

Date Filed

1/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer JAYM Enterprises, LLC d/b/a MFused		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 9369 8th Ave S., Suite A, Seattle, WA 98108 3217	e. Employer Representative (b) (6), (b) (7)(C)	g. e mail (b) (6), (b) (7)(C)@mfused.com
		h. Number of workers employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Processor	j. Identify principal product or service Cannabis Concentrate products	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On, or about, December 30, 2022, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act when it singled-out and made an example of an employee in favor of unionization and vocal supporter of concerted activity aimed at improving workplace safety and other conditions of employment by requiring him to provide a description of job responsibilities before terminating his employment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local No. 3000

4a. Address (Street and number, city, state, and ZIP code) Attn: Chris Arellano 5030 1st Ave. S. #200 Seattle, WA 98134	4b. Tel. No. 206-436-6629
	4c. Cell No.
	4d. Fax No.
	4e. e-mail carellano@ufcw3000.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best knowledge and belief.



(signature of representative or person making charge)

Aaron Streepy, Attorney

(Print/type name and title or office, if any)

Tel. No.

253-528-0277

Office, if any, Cell No.

Fax No.

e-mail

aaron@streepylaw.com

Address 4218 227th Ave Ct. E, Buckley, WA 98321

Date 1-17-23

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310482	1/17/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer JAYM Enterprises, LLC d/b/a MFused	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 9369 8th Ave S Seattle, WA 98108-3217	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@mfused.com
	h. Number of workers employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Processor	j. Identify principal product or service Cannabis Concentrate products
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On, or about, January 3, 2023, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act when, shortly after identifying an employee as a union supporter (b) (6), (b) (7)(C), it singled (b) (6) out by disciplining (b) (6) twice for under policies previously not enforced.	
3. Full name of party filing charge (If labor organization, give full name, including local name and number) United Food and Commercial Workers Union, Local No. 3000	
4a. Address (Street and number, city, state, and ZIP code) Attn: Chris Arellano 5030 1st Ave. S. #200 Seattle, WA 98134	4b. Tel. No. 206-436-6629
	4c. Cell No.
	4d. Fax No.
	4e. e-mail carellano@ufcw3000.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Aaron Streepy, Attorney (Signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. 253-528-0277	
Office, if any, Cell No.	
Fax No.	
e-mail aaron@streepylaw.com	
Address 4218 227th Ave Ct. E, Buckley, WA 98321 Date 1-17-23	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
Amended

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310482	6/1/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer JAYM Enterprises, dba MFused		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 9369 8th Ave S, Seattle, WA 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@mfused.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Cannabis Processor	j. Identify principal product or service Cannabis Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Employer has: Interfered with, restrained, coerced and discriminatorily discharged its employees in the exercise of rights protected by Section 7 of the Act when, shortly after identifying employee (b) (6), (b) (7)(C) as a union supporter (b) (6), (b) (7)(C), it singled (b) (6), (b) (7)(C) out by disciplining (b) (6), (b) (7)(C) twice under policies previously not enforced, culminating in discriminatory discharge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers Local 3000

4a. Address (Street and number, city, state, and ZIP code) 23040 Pacific Hwy S., Des Moines, WA 98198	4b. Tel. No.
	4c. Cell No. 360.409.0241
	4d. Fax No.
	4e. e-mail carellano@ufcw3000.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Chris Arellano: Organizer/Rep

(Print/type name and title or office, if any)

23040 Pacific Hwy S., Des Moines, WA 98198

Address

Date Jun 1, 2023

Tel. No.

Office, if any, Cell No.

360.409.0241

Fax No.

e-mail

carellano@ufcw3000.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310569Date Filed
1/18/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave S, Seattle, WA 98134	e. Employer Representative Howard Schultz	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Approx. 24
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has illegally discriminated against, interfered with, retaliated against, and coerced employee (b) (6), (b) (7)(C) at the 4th & Diagonal store, located at 4115 4th Ave. S., Seattle, WA, by, among other things, issuing discipline in the absence of any wrongdoing, forcing (b) (6), (b) (7)(C) to transfer to another store against (b) (6), (b) (7)(C) will, and retaliating against (b) (6), (b) (7)(C) for asking for a union representative during an investigatory meeting.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

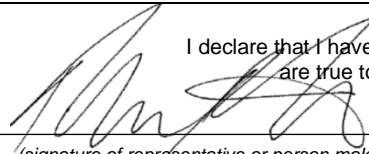
6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
multhaup@workerlaw.com


(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 1/18/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-310580

Date Filed

1/18/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amalgamated Transit Union Local 587		b. Tel. No. (206) 448-8588
		c. Cell No. (206) 755-7463
		f. Fax No. (206) 448-4482
d. Address (Street, city, state, and ZIP code) 13028 Interurban Ave S Suite 116 WA Tukwila 98168	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) t	g. e-mail (b) (6), (b) (7)(C)@atu587.org
		h. Number of workers employed 4
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Labor Union	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date 01/18/2023 08:57:45 AM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
One employee being paid @ rate outside of contract	01/15/2020

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED

INSTRUCTIONS: **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310580	1/31/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amalgamated Transit Union Local 587	b. Tel. No. (206)448-8588
	c. Cell No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 13028 Interurban Ave S, Suite 116, Tukwila, WA 98168	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
	f. Fax No. (206)448-4482
	g. e mail (b) (6), (b) (7)(C) @atu587.org
	h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Labor Organization	j. Identify Principal Product or Service Collective Bargaining
<p>1. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>(1) Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.</p> <p>(2) Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.</p> <p>(3) Within the previous six months, the Employer discriminated against (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) by denying them a wage increase because they engaged in protected concerted and/or union activity.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
(b) (6), (b) (7)(C)	DECLARATION I declare that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Office, if any, Cell No.
(b) (6), (b) (7)(C)	Fax No.
(b) (6), (b) (7)(C)	e-mail (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date: 1/31/2023

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310619	1/18/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HF Sinclair Refinery		b. Tel. No. 360 293-0800
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 8505 S Texas Road, Anacortes, WA 98221	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No. (b) (6), (b) (7)(C)@HFSinclair.com employed 300
i. Type of Establishment (factory, mine, wholesaler, etc.) Refinery	j. Identify Principal Product or Service Oil	
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a)(1) (5) and (d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about December 19, 2022, the Employer notified the Union they were unilaterally changing the sick leave policy benefits and in January 2023 the Employer unilaterally implemented this change. This was done without the consent of the Union.</p>		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steelworkers Local 12-591	
4a. Address (Street and number, city, state, and ZIP code) 47 Alder Lane Mount Vernon, WA 98273	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be _____ by a labor organization)	
(b) (6), (b) (7)(C)	6. DECLARATION I declare that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) making charge) Address: (b) (6), (b) (7)(C) Date: 1-18-2023
Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. Fax No. e-mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-3254259641

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-310619Date Filed
3/31/2023**INSTRUCTIONS:****AMENDED**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HF Sinclair		b. Tel. No. 360 293-0800
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 8505 S Texas Road, Anacortes, WA 98221	e. Employer Representative (b) (6), (b) (7)(C)	g. e-Mail (b) (6), (b) (7)(C)@hfsinclair.com
		h. Number of workers employed 300
i. Type of Establishment (factory, mine, wholesaler, etc.) refinery	j. Identify principal product or service oil	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 & 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the Union learned that the Employer had unilaterally made changes to its sick leave policy, without the consent of the Union.

On about November 14, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees that if they kept pursuing a grievance over sick leave policy changes, (b) (6) would change employees' schedules.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers, Local 12-591

4a. Address (Street and number, city, state, and ZIP code) 47 Alder Lane Mount Vernon, WA 98273	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steelworkers

(b) (6), (b) (7)(C)		6. DECLARATION I declare that the statements are true to the best of my knowledge and belief.	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Office, if any, Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Fax No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-310638

Date Filed
1-19-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer JACOBS TECHNOLOGY		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1038 SKATE STREET Silverdale, WA 98315-1002	e. Employer Representative (b) (6), (b) (7)(C)	
		g. e-mail (b) (6), (b) (7)(C)@JACOBS.COM
		h. Number of workers employed 225
i. Type of Establishment (factory, mine, wholesaler, etc.) WS BASE CONTRACTOR	j. Identify principal product or service REPAIR AND MAINTENANCE	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 (RETALIATION UNION INVOLVEMENT) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

COMPANY IS SUBJECTING ME TO GREATER SCRUTINY THAN OTHERS BECAUSE OF MY UNION INVOLVEMENT.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) UNITED STEELWORKERS, LOCAL 9241

4a. Address (Street and number, city, state, and ZIP code) PO BOX 1430	4b. Tel. No.
	4c. Cell No. 3609796648
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITED STEELWORKERS OF AMERICA

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Printtype name and title or office, if any)		Tel. No. 3609796648
		Office, if any, Cell No.
		Fax No.
Address PO BOX 1430, SILVERDALE WA 98383 Date 1/19/23		e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED
INSTRUCTIONS: CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310638	3/16/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Jacobs Technology Inc.		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 1038 Skate Street, Naval Base Kitsap - Bangor, Silverdale, WA 98315	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@jacobs.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) WS Base Contractor	j. Identify Principal Product or Service Repair and Maintenance	
i. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the previous six months, the Employer has subjected (b) (6), (b) (7)(C) to greater scrutiny due to (b) (6), (b) (7)(C) union activity. On or about December 19, 2022, the Employer discriminatorily denied (b) (6), (b) (7)(C) a work from home day because of (b) (6), (b) (7)(C) union activity. On or about February 14, 2023, the Employer suspended (b) (6), (b) (7)(C) without pay in response to and in order to discourage (b) (6), (b) (7)(C) union activity.		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steelworkers, Local 9241	
4a. Address (Street and number, city, state, and ZIP code) PO Box 1430, Silverdale, WA 98383-1430	4b. Tel. No. (360)979-6648
	4c. Cell No. (360)979-6648
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)	Date:
PO Box 1430, Silverdale, WA 98383-1430	
	Tel. No. (360)979-6648
	Office, if any, Cell No. (360)979-6648
	Fax No.
	e-mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310697Date Filed
1/23/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 128 N Second WA Walla Walla 99362	e. Employer Representative	g. e-mail
		h. Number of workers employed 70
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Mail and parcel delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number)
Frank McClenney Branch 736

4a. Address (Street and number, city, state, and ZIP code) PO Box 2314 WA Walla Walla 99362	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Association of Letter Carriers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 2314

Address Walla Walla WA 99362

Date 01/21/2023 08:56:48 AM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
09/13/2022	(b) (6), (b) (7)(C)	Schedule of all employees At Richland	09/23/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310698Date Filed
1/23/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 128 N Second WA Walla Walla 99362	e. Employer Representative	g. e-mail
		h. Number of workers employed 70
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Mail and parcel delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) f party filing charge (if labor organization, give full name, including local name and number)
Frank McClenney Branch 736

4a. Address (Street and number, city, state, and ZIP code) PO Box 2314 WA Walla Walla 99362	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Association of Letter Carriers

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 2314

Address Walla Walla WA 99362

Date 01/21/2023 09:03:04 AM

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
09/26/2022		Schedules, worksheets, clock rings, etc	10/07/2022

INTERNET
FORM NLRB-501
(2-06)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-310709Date Filed
1/23/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Plymouth Housing Group

b. Tel. No. (b) (6), (b) (7)(C)

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

2113 3rd Ave
Seattle, WA 98212

e. Employer Representative

(b) (6), (b) (7)(C)

g. e-Mail

(b) (6), (b) (7)(C) @plymouthhousing.org

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)

j. Identify principal product or service

k. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 and 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past 6 months, the Employer engaged in direct dealing with employees by promising to resolve issues with employee bonuses after they ratified a new contract.

(b) (6), (b) (7)(C) (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

01/23/23
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310735	Date Filed 1/23/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer USPS - Wenatchee MPF Facility		b. Tel. No. 509-667-4630
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 3075 Ohme Rd Wenatchee WA, 98801	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@usps.gov
		h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Postal Facility	j. Identify principal product or service United States Postal Service - Mail Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Refusal to provide information requested in a timely manner. When (b) (6), (b) (7)(C) asked the (b) (6), (b) (7)(C) why (b) (6), (b) (7)(C) not received the information for (b) (6), (b) (7)(C) was told that (b) (6), (b) (7)(C) was denying to give us the information requested. (b) (6), (b) (7)(C) second request and still have not received the requested information. The request for information was for the complement for the facility for all EAS employees and their job descriptions. The reason we wanted this information is because (b) (6), (b) (7)(C) is not using the EAS employees properly according to their descriptions and is cross crafting (b) (6), (b) (7)(C) EAS employees. (b) (6), (b) (7)(C) request for information on November 1st with (b) (6), (b) (7)(C) second RFI on November 10th and had a meeting with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) in person (b) (6), (b) (7)(C) was told that (b) (6), (b) (7)(C) was refusing to provide the information. Requested again. *still have not received anything.*

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) APWU Local 751 (b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) PO Box 751 Wenatchee, WA 98807	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) APWU Local 751 (b) (6), (b) (7)(C)

(Signature of representative or person making charge)

(Print/type name and title or office, if any)

PO Box 751 Wenatchee, WA 98807

Address

Date 01-04-2023

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-310736	Date Filed 1/23/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer USPS - Wenatchee MPF Facility	b. Tel. No. 509-667-4630
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 3075 Ohme Rd Wenatchee WA, 98801	e. Employer Representative (b) (6), (b) (7)(C)
	g. e-mail (b) (6), (b) (7)(C)@usps.gov
	h. Number of workers employed 120
i. Type of Establishment (factory, mine, wholesaler, etc.) Postal Facility	j. Identify principal product or service United States Postal Service - Mail Products
<p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p>	
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>(b) (6), (b) (7)(C) entered the Union Room without giving any Union officials notification. (b) (6) left (b) (6) keys in the door. (b) (6), (b) (7)(C) found the keys in the door when coming to work. (b) (6) put the keys in the Union room to figure out who's keys were left in the door. After looking at keys and more information they were the Master Keys. (b) (6), (b) (7)(C) put in an RFI through email to interview (b) (6), (b) (7)(C) on November 27th and (b) (6) responded that (b) (6), (b) (7)(C) interview (b) (6) November 28th between 9am and 10am. (b) (6), (b) (7)(C) was working on the floor and (b) (6), (b) (7)(C) came out on the floor at 10:15 when (b) (6) truck was arriving and (b) (6) was the only one on the floor and unable to interview (b) (6) at that time. (b) (6) said (b) (6) would rescheduled later that week. One still has not happened to this date and it is 1-4-2023. Have given ample time to reschedule.</p>	
<p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>(b) (6), (b) (7)(C) - APWU Local 751 (b) (6), (b) (7)(C)</p>	
4a. Address (Street and number, city, state, and ZIP code) PO Box 751 Wenatchee, WA 98807	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)
<p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>American Postal Workers Union</p>	
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) of my knowledge and belief.</p> <p>(b) (6), (b) (7)(C) APWU Local 751 (b) (6), (b) (7)(C)</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>PO Box 751 Wenatchee, WA 98807 Date 1-4-2023</p> <p>Address Date</p>	
<p>Tel. No.</p> <p>Office, if any, Cell No. (b) (6), (b) (7)(C)</p> <p>Fax No.</p> <p>e-mail (b) (6), (b) (7)(C)</p>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310786Date Filed
1/23/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Alaska Gardens SNF Operations LLC		b. Tel. No. (253) 476-5300
		c. Cell No. (310) 493-9808
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 6220 S Alaska St, Tacoma, WA 98408	e. Employer Representative Rick Albert, Attorney	g. e-mail rickmalbert400t@gmail.com
		h. Number of workers employed 60
i. Type of Establishment (factory, mine, wholesaler, etc.) Skilled Nursing Facility	j. Identify principal product or service Skilled Nursing for Rehabilitation and Long Term Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

A tentative agreement (TA) was reached November 14th, 2022. The employer representative, (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) wanted the union to draft the official TA. November 28th at 430pm, we had a phone call regarding the discrepancies (b) (6), (b) (7)(C) had with TA. (b) (6), (b) (7)(C) replied November 30th stating (b) (6), (b) (7)(C) would send (b) (6), (b) (7)(C) version of the TA by Friday, December 2nd. On December 2nd, (b) (6), (b) (7)(C) emailed and began describing the TA as a draft proposal asking for another extension over the weekend. On Dec 16th, (b) (6), (b) (7)(C) emailed specifics related to the medical benefits of the TA. There was no contact until a Jan 12th, 2023 email from (b) (6), (b) (7)(C) "I need a final document. We both agreed to finish this. Let's get this done." (b) (6), (b) (7)(C) responded the same day at 630p, "I started the new year buried in work. Will get this done tomorrow or over the weekend." (b) (6), (b) (7)(C) sent an email Jan. 19th "had to travel unexpectedly. Will work on contract tomorrow."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Teamsters Local 313

4a. Address (Street and number, city, state, and ZIP code)

220 South 27th Street
Tacoma, WA 984024b. Tel. No.
(253) 627-01034c. Cell No.
(253) 732-68844d. Fax No.
(253) 627-0106

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters Local 313

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

220 S. 27th Street, Tacoma, WA 98402

Address

Date Jan 23rd, 2023

Tel. No.
(253) 627-0103 ext 115Office, if any, Cell No.
(253) 732-6884Fax No.
(253) 627-0106e-mail
Terra@teamsters313.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310797Date Filed
1/23/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sunrise Haven		b. Tel. No. (253) 813-2096
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 24423 100th Ave SE WA Kent 98030	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail executivedirector@sunrisehaven.org
		h. Number of workers employed 19
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/23/2023 08:48:35 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-310797Date Filed
2/1/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sunrise Haven		b. Tel. No. (253) 813-2096
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 24423 100th Ave SE Kent, WA 98030	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 20
i. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home	j. Identify principal product or service Skilled Care	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice) Within the past six months, the above-named Employer demoted and constructively discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity.

(b) (6), (b) (7)(C) ge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address Same as above

Date 1/31/23

Tel. No.
Same as above

Office, if any, Cell No.

Fax No.

e-mail
Same as above**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310806Date Filed
1/23/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sunrise Haven		b. Tel. No. (253) 813-2096
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 24423 100th Ave SE WA Kent 98030	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail executivedirector@sunrisehaven.org
		h. Number of workers employed 19
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) Name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/23/2023 09:27:44 PM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	discrimination/retaliation	(b) (6), (b) (7) /2022

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	discrimination/retaliation	(b) (6), (b) (7) /2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-310835Date Filed
1/24/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 1st Mile		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 8383 158th Ave NE WA Redmond 98052	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@1stmile.com
		h. Number of workers employed 52
i. Type of Establishment (factory, mine, wholesaler, etc.) Consumer Goods	j. Identify principal product or service payment processing	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Arthur Clemens Jr. President
Communications Workers of America Local 7800

4a. Address (Street and number, city, state, and ZIP code) 134 SW 153 ST Suite A WA Burien 98166	4b. Tel. No. (206) 271-4378
	4c. Cell No.
	4d. Fax No.
	4e. e-mail Artc@cwa7800.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.Arthur Clemens Jr.
President

(signature of representative or person making charge)

(Print/type name and title or office, if any)

134 SW 153 ST Suite A

Address Burien WA 98166

Date 01/24/2023 03:02:52 PM

Tel. No.
(206) 271-4378

Office, if any, Cell No.

Fax No.

e-mail
Artc@cwa7800.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Moved work to Mexico	12/08/2022

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
12/08/2022	(b) (6), (b) (7)(C)	list of where work is being done, # of employees	12/08/2022

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**AMENDED CHARGE AGAINST EMPLOYER**
INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

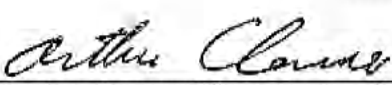
19-CA-310835

3/28/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer 1st Mile, LLC		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No. (b) (6), (b) (7)(C)
d. Address (Street, city, state, and ZIP code) 8383 158th Ave NE Ste 100, Redmond, WA 98052-3846	e. Employer Representative (b) (6), (b) (7)(C)	f. Fax No.
		g. e-mail (b) (6), (b) (7)(C)@1stmile.com
		h. Number of Workers Employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Consumer Goods	j. Identify Principal Product or Service Payment Processing	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (1) Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment by moving bargaining unit work to Mexico. (2) Since about December 8, 2022, the Employer, by its legal representative, failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union regarding moving bargaining unit work and/or performance of bargaining unit work by non-unit workers.		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Communications Workers of America Local 7800	
4a. Address (Street and number, city, state, and ZIP code) 134 SW 153rd Street, Suite A, Burien, WA 98166-2300	4b. Tel. No. (206)441-7800
	4c. Cell No. (206)271-4378
	4d. Fax No. (206)441-8789
	4e. e-mail artc@cwa7800.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="display: flex; justify-content: space-between;"> <div>  (signature of representative or person making charge) Address: 134 SW 153rd Street, Suite A, Burien, WA 98166-2300 </div> <div> Arthur G. Clemens Jr. President (Print/type name and title or office, if any) Date: 3.28.23 </div> </div>	
<div style="display: flex; justify-content: space-between;"> <div></div> <div> Tel. No. (206)441-7800 Office, if any, Cell No. (206)271-4378 Fax No. (206)441-8789 e-mail artc@cwa7800.org </div> </div>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully

set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

19-CA-310910

Date Filed

1/25/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Alexandra Lozano Immigration Law, PLLC		b. Tel. No. 480-331-9397
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 16400 Southcenter Pkwy, Suite 410 Tukwila, WA 98188	e. Employer Representative Raees Mohamed	g. e-Mail raees@rmwarnerlaw.com
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Law Firm	j. Identify principal product or service Legal Services	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- I. Within the past 6 months, Employer terminated Employee for engaging in protected and concerted activities in violation of the NLRA.
- II. Within the past 6 months, Employer violated the NLRA by maintaining policies that discourage employees from engaging in protected and concerted activities in that Employer maintained the following policies and used them to terminate Employee.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

Represented by
Fish Potter Bolaños, P.C., 200 E 5th Ave., Suite 115, Naperville, IL 60563

4b. Tel. No. 312-861-1800

4c. Cell No.

4d. Fax No. (630) 778-0400

4e. e-Mail
dfish@fishlawfirm.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By /s/ David J. Fish
(signature of representative or person making charge)

David J. Fish
(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

Mail
(b) (6), (b) (7)(C)

Address 200 East 5th Avenue, Suite 115, Naperville, Illinois 60563

1/25/2023
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-310911Date Filed
1/25/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Alexandra Lozano Immigration Law, PLLC		b. Tel. No. 480-331-9397	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 16400 Southcenter Pkwy, Suite 410 Tukwila, WA 98188		e. Employer Representative Raees Mohamend	
		g. e-Mail raees@rmwarnerlaw.com	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Law Firm		j. Identify principal product or service Legal Services	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
I. Within the past 6 months, Employer terminated Employee for engaging in protected and concerted activities in violation of the NLRA.			
II. Within the past 6 months, Employer violated the NLRA by maintaining policies that discourage employees from engaging in protected and concerted activities in that Employer maintained the following policies and used them to terminate Employee.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (312) 861-1800	
		4c. Cell No.	
Represented by Fish Potter Bolaños, P.C., 200 E 5th Ave., Suite 115, Naperville, IL 60563		4d. Fax No. (630) 778-0400	
		4e. e-Mail dfish@fishlawfirm.com	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
By /s/ David J. Fish (signature of representative or person making charge)		Office, if any, Cell No.	
David J. Fish (Print/type name and title or office, if any)		Fax No.	
Address 200 East 5th Avenue, Suite 115, Naperville, Illinois 60563		e-Mail (b) (6), (b) (7)(C)	
		1/25/2023 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-310968

Date Filed
1/26/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave S, Seattle, WA 98134	e. Employer Representative Howard Schultz	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has threatened to implement and/or implemented a unilateral change in policy, without bargaining with the union, wherein it has drastically reduced the hours of shift supervisors, and/or prevented shift supervisors from covering barista shifts, and/or forced shift supervisors to open up their availability, resulting in loss of pay and benefits. The Employer has continued to hire baristas while cutting the hours of shift supervisors, forcing some shift supervisors to demote themselves. In addition, the Employer has refused to respond to the Union's demands to bargain over these changes. These changes have occurred at several stores in the Seattle area, including the University Way store, the Elliot Drive-Through store, the Eastlake store, and the Fifth & Pike store.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 01/26/2023

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
multhaup@workerlaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-310968	3/6/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No.
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2401 Utah Ave S, Seattle, WA 98134	e. Employer Representative Howard Schultz
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed 160,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has threatened to implement and/or implemented a unilateral change in policy, without bargaining with the union, wherein it has drastically reduced the hours of shift supervisors, and/or prevented shift supervisors from covering barista shifts, and/or forced shift supervisors to open up their availability, resulting in loss of pay and benefits. The Employer has continued to hire baristas while cutting the hours of shift supervisors, forcing some shift supervisors to demote themselves. In addition, the Employer has refused to respond to the Union's demands to bargain over these changes. These changes have occurred at several stores in the Seattle area, including the University Way store, the Elliot Drive-Through store, the Eastlake store, the 3625 Broadway store in Everett, and the Fifth & Pike store.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Marina Multhaup, Attorney (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119 Address Date 3/6/2023	
Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. 206-378-4132	
e-mail multhaup@workerlaw.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311040

Date Filed

1/27/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. 206-318-2212
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 8336 Midvale Ave. N Shoreline WA 98133	e. Employer Representative Howard Schultz	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 19
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the employer unlawfully intimidated bargaining unit members by first threatening to create, then subsequently creating, the impression of surveillance during a representation election.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

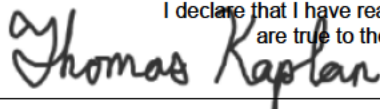
4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St. Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Thomas Kaplan, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 1/27/2023

Tel. No.
(206) 257-6017

Office, if any, Cell No.

Fax No.
206-378-4132

e-mail
kaplan@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

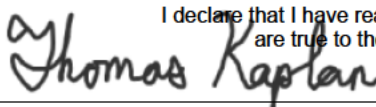
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-311040	Date Filed 6/2/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Starbucks Corporation		b. Tel. No. (b) (6), (b) (7)(C)	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 8336 Midvale Ave. N Shoreline WA 98133		e. Employer Representative Laxman Narasimhan	
		g. e-mail laxman.narasimhan@starbucks.com	
		h. Number of workers employed 19	
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop		j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months, the employer unlawfully intimidated bargaining unit members by first threatening to create, then subsequently creating, the impression of surveillance during a representation election. Moreover, and also within the last six months, Starbucks coerced employees in their exercise of Section 7 rights by having (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) present at the Store on about January 10, 2023, in a manner inconsistent with the Store's past practice, and by introducing (b) (6), (b) (7)(C) to employees on that date as being "from both Starbucks and the NLRB" or "in partnership with the NLRB" and inviting employees to direct any questions or concerns about the Union to (b) (6), (b) (7)(C) .			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United			
4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St. Philadelphia, PA 19103		4b. Tel. No. (646) 448-6414	
		4c. Cell No.	
		4d. Fax No. (215) 575-9065	
		4e. e-mail rminter@pjbwu.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. (206) 257-6017 Office, if any, Cell No. Fax No. 206-378-4132 e-mail kaplan@workerlaw.com	
Thomas Kaplan, Attorney (Print/type name and title or office, if any) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119		Date 06/02/2023	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311207

Date Filed

1/30/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Swedish Medical Center		b. Tel. No. (425) 313-7900
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 751 NE Blakely WA Issaquah 98029	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@swedish.org
		h. Number of workers employed 22
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 4 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) [REDACTED]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/30/2023 03:18:46 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(4)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Written	(b) (6), (b) (7) /2023

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-311276Date Filed
1-31-2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Seattle Iron & Metals		b. Tel. No. (206) 682-0040
		c. Cell No.
		f. Fax No. (206) 623-1231
d. Address (Street, city, state, and ZIP code) 601 S Myrtle St. WA Seattle 98108	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)@seairon.com
		h. Number of workers employed 5
i. Type of Establishment (factory, mine, wholesaler, etc.) Iron & Steel	j. Identify principal product or service scrap metal hauling and disposal	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Adam Murphy
Teamsters Local 174

4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave S. Suite 303 WA Tukwila 98168	4b. Tel. No. (206) 441-6060
	4c. Cell No. (253) 312-4077
	4d. Fax No. (206) 441-4853
	4e. e-mail amurphy@teamsterslocal174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Adam Murphy

(signature of representative or person making charge)

(Print/type name and title or office, if any)

14675 Interurban Ave S. Suite 303

Address Tukwila WA 98168

Date 01/31/2023 11:05:35 AM

Tel. No. (206) 441-6060
Office, if any, Cell No. (253) 312-4077
Fax No. (206) 441-4853
e-mail amurphy@teamsterslocal174.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

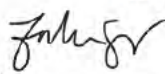
List Changes	Approximate date of change
Unilateral wage increase	10/31/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-311278	Date Filed 1/31/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer WeDriveU	b. Tel. No. 415-439-3269
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 700 Airport Blvd., Suite 250 Burlingame, CA 94010	e. Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @wedriveu.com h. Number of workers employed 34
i. Type of Establishment (factory, mine, wholesaler, etc.) Shuttle Transportation	j. Identify principal product or service Shuttle Drivers
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Employer violated the Act by refusing to provide information to the Union relevant to its duties as exclusive bargaining representative including bargaining a successor collective bargaining agreement. The Union has repeatedly requested the information since July 15, 2022.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 117	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Avenue S., Ste 307 Tukwila, WA 98168	4b. Tel. No. 206-441-4860 4c. Cell No. 4d. Fax No. 206-441-3153 4e. e-mail fallon.schumsky@teamsters117.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  Fallon Schumsky, General Counsel (signature of representative or person making charge) (Print/type name and title or office, if any)	
Address 14675 Interurban Ave S., Ste. 307 Tukwila, WA 98168 Date 1/31/2023	
Tel. No. 206-441-4860 Office, if any, Cell No. Fax No. 206-441-3153 e-mail fallon.schumsky@teamsters117.org	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:


DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-311278	2/27/2023

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer WeDriveU		b. Tel. No. (415)439-3269 c. Cell No.
d. Address (Street, city, state, and ZIP code) 700 Airport Blvd., Ste. 250, Burlingame, CA 94010-1937	e. Employer Representative (b) (6), (b) (7)(C)	
	f. Fax No. (650)579-5895 g. e-mail [REDACTED]@wedriveu.com h. Number of Workers Employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) shuttle transportation	j. Identify Principal Product or Service shuttle transportation	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

The Employer violated Sections 8(a)(1) and (5) of the Act by unlawfully delaying in providing and/or refusing to provide information that the Union initially requested on July 15, 2022, and November 4, 2022, and then repeatedly re-requested. The Union seeks information relevant to its duties as exclusive bargaining representative, including bargaining a successor collective bargaining agreement.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 117	
4a. Address (Street and number, city, state, and ZIP code) 14675 Interurban Ave. S, Ste. 307, Tukwila, WA 98168-4614	4b. Tel. No. (206)441-4860 4c. Cell No. (206)702-3093 4d. Fax No. (206)441-3153 4e. e-mail fallon.schumsky@teamsters117.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
<div style="text-align: center;">  (signature of representative or person making charge) </div> <div style="text-align: center;"> Fallon Schumsky, General Counsel (Print/type name and title or office, if any) </div> <div style="display: flex; justify-content: space-between;"> <div> Address: 14675 Interurban Ave. S, Ste. 307, Tukwila, WA 98168-4614 </div> <div> Date: 2/27/2023 </div> </div>	Tel. No. (206)441-4860 Office, if any, Cell No. (206)702-3093 Fax No. (206)441-3153 e-mail fallon.schumsky@teamsters117.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-311303Date Filed
1/31/2023**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The Vancouver Clinic		b. Tel. No. (360) 882-2778
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 700 NE 87th ave WA Vanoucer 98664	e. Employer Representative	g. e-mail
		h. Number of workers employed 808
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
(b) (6), (b) (7)(C) are true to the best of my knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 01/31/2023 09:32:08 AM

Tel. No.
(b) (6), (b) (7)(C)Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-mail
(b) (6), (b) (7)(C)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Fired	(b) (6), (b) (7) /2023
(b) (6), (b) (7)(C)	Fired	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Fired	(b) (6), (b) (7) /2023

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prohibit employees from discussing wages, hours, or other terms or conditions of employment.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
First Amended CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-311303	4/24/2023

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer (i) Vancouver Clinic and (ii) Vanderhouwen Staffing as Joint Employers		b. Tel. No. (i) 800-201-6208 (ii) 503-299-6811 c. Cell No.
d. Address (street, city, state ZIP code) (i) 700 NE 87 th Ave., Vancouver, WA 98664 (ii) 6342 S. Macadam Ave., Portland OR 97239	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	f. Fax No. g. e-Mail (b) (6), (b) (7)(C)@tvc.org (b) (6), (b) (7)(C)@vanderhouwen.com
i. Type of Establishment (i) health care (ii) staffing services	j. Principal Product or Service (i) health care (ii) person-power	h. Dispute Location (City and State) Vancouver, WA k. Number of workers at dispute location (i) 150+ (ii) 100 +

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of Section 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six (6) months the above-named joint employers, through their agents or supervisors have violated the Act by: 1) telling employees that they were prohibited from discussing their wages and other terms of employment with each other; and 2) by firing the undersigned and (b) (6), (b) (7)(C) because they discussed wages, terms of employment and engaged in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell Phone

4d. Email

(b) (6), (b) (7)(C)

4e.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative or person making charge)

Print Name and Title

E-Mail (b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C)

Date: 4/24/2023

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311312

Date Filed

1/31/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HMIS		b. Tel. No. (702) 498-3760
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) PO BOX 943 WA Richland 99352	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@rl.gov
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Prime Contractor for Hanford Site	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local union number)
HGU Local 21 (b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) 1305 Knight St WA Richland 99352	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
IGUA

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

1305 Knight St

Address Richland WA 99352

Date 01/31/2023 02:46:02 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
refused to recognize a general grievance	12/20/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-311326

Date Filed

1/31/2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Safeway/ A bertson's		b. Tel. No. (208) 395-6154
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 121 124th AVenue NE WA Bellevue 98005	e. Employer Representative (b) (6), (b) (7)(C) [REDACTED]	g. e-mail (b) (6), (b) (7)(C)@safway.com
		h. Number of workers employed 2529
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Grocery)	j. Identify principal product or service UFCW Local 367	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

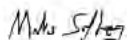
--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Jasmyn Hardson
UFCW Local 367

4a. Address (Street and number, city, state, and ZIP code) 6403 Lakewood Dr W WA Tacoma 98467	4b. Tel. No. (253) 589-0367
	4c. Cell No.
	4d. Fax No.
	4e. e-mail jhardson@ufcw367.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Jasmyn Hardson

(signature of representative or person making charge)

(Print/type name and title or office, if any)

6403 Lakewood Dr W

Address Tacoma WA 98467

Date 01/31/2023 04:05:54 PM

Tel. No.

(253) 589-0367

Office, if any, Cell No.

Fax No.

e-mail

jhardson@ufcw367.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by failing to furnish information requested by the union.

Date of request	Employer representative	List items requested	Date refused
08/05/2022	(b) (6), (b) (7)(C)	Name. Hire Date. Department. Wage rate. Hours.	12/27/2022

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310057	Date Filed 1/6/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food & Commercial Workers Union, Local 3000		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 1st Ave S #200 Seattle, WA 98134		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization, by its officers, agents and representatives has been violating the duty of fair representation it owes to its member (b) (6), (b) (7)(C) by, among other things, failing and refusing to process (b) (6) grievance against (b) (6) employer for reasons that are arbitrary, discriminatory and/or unlawful.			
3. Name of Employer Fred Meyer Stores, Inc.		4a. Tel. No. (206)440-2400	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 13000 Lake City Way NE Seattle, WA 98125		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Grocery Store		8. Identify principal product or service Groceries	
		9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6) (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)		Cell No.	
(Print/type name and title or office, if any)		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
Date 01/04/2023			

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310205	Date Filed 1/12/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name IATSE 15		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 5030 1st Ave S WA Seattle 98134		d. Tel. No. (206) 441-1515	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A), (2) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 01/12/2023 09:07:31 AM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by issuing unlawful fines and or internal charges.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case 19-CB-310254	Date Filed 1/12/2023
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Teamsters Local 174	b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 14675 Interurban Ave South, Suite 303 Tukwila, WA 98168-4614	d. Tel. No. (206) 441-6060	e. Cell No.
	f. Fax No. (206) 441-4853	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

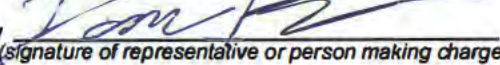
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the union has violated the Act by refusing to produce requested information. Stoneway Concrete requested information from Teamsters on September 27, 2022; October 3, 2022; and October 5, 2022. The Employer requested that the Teamsters respond by October 28, 2022. The Teamsters, through its counsel, provided only a partial response. On November 3, 2022, Stoneway sent a letter to the union regarding its deficient response to the requests for information. The union has failed to provide the requested information. The information is necessary for the employer to enforce and defend contractual provisions.

3. Name of Employer Stoneway Concrete, Inc.	4a. Tel. No. (206) 768-1000	b. Cell No.
	c. Fax No. (425) 228-4924	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 9125 10th Ave South, Seattle, WA 98108	6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Batch Plant	8. Identify principal product or service Concrete	9. Number of workers employed 110
10. Full name of party filing charge Davis Grimm Payne & Marra John Payne & Daniel Rogers	11a. Tel. No. (206) 447-0182	b. Cell No.
	c. Fax No. (206) 622-9927	d. e-Mail drogers@davisgrimmpayne.com
11. Address of party filing charge (street, city, state and ZIP code.) 701 Fifth Ave, Suite 3500, Seattle, WA 98104-7055		

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By  Daniel Rogers - Attorney
(signature of representative or person making charge) (Print/type name and title or office, if any)

701 Fifth Ave, Suite 3500, Seattle, WA 98104-7055

Address _____ (date) 1/12/2023

Tel. No. (206) 447-0182
Cell No.
Fax No. (206) 622-9927
e-Mail drogers@davisgrimmpayne.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		19-CB-310292	1/13/2023
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name American Postal Workers Union		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address PO Box 9093, Yakima, WA 98903		d. Tel. No. (509)830-5173	e.e. Cell No.
		f. Fax No.	g. e-Mail yakima@wapwu.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past 6 months, the above-named labor organization has breached its duty of fair representation by refusing to process grievances on behalf of (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer U.S. Postal Service		4a. Tel. No. 509-225-1389	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 205 W Washington Ave, Yakima, WA 98903		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of Establishment (factory, mine, wholesaler) Post office	8. Principal product or service Mail delivery		9. Number of Workers employed 1000
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 1/12/2023	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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1-3255432001

FORM NLRB-508
(4-19)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310445	Date Filed 1/17/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Office and Professional Employees International Union (OPEIU), Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2900 Eastlake Avenue East Suite 220 Seattle, WA 98102		d. Tel. No. 206-441-8880	e. Cell No.
		f. Fax No. 206-441-0207	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. (1)(A)			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above named labor organization refused to represent the Charging Party in regard to (b) (6) discharge.			
3. Name of Employer Tri-Cities Community Health	4a. Tel. No. 509-543-1919	b. Cell No.	c. Fax No. 509-547-6670
	d. e-mail		
5. Location of plant involved (street, city, state and ZIP code) 800 W. Court Street, Pasco, WA 99301		6. Employer representative to contact Human Resources Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Clinic	8. Identify principal product or service Medical Services	9. Number of workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		d. e-mail (b) (6), (b) (7)(C)	c. Fax No.
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) knowledge and belief. (b) (6), (b) (7)(C) (Print type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
		Date 1/17/23	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310467	Date Filed 1/17/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Brotherhood of Electrical Workers Local Union 191		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3100 164th St NE WA Marysville 98271		d. Tel. No. (425) 259-3195	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)@ibew191.com
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Dynalectric Company of Oregon		4a. Tel. No. (971) 303-2499	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 901 Urban Industrial Way WA East Wenatchee 98802		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) _____			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative or person making charge) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 01/17/2023 05:00:09 PM	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310623	Date Filed 1/19/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name ilwu local 19 seattle		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3440 east marginal way south WA seattle 98134		d. Tel. No. (206) 623-7461	e. Cell No.
		f. Fax No. (206) 623-8136	g. e-Mail businessoffice@ilwulocal19.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A),(1)(A), (2),(3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer pacific maratime association		4a. Tel. No. (206) 298-3434	b. Cell No.
		c. Fax No. (206) 298-3469	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 301 west republican WA seattle 98119		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) _____ _____			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) _____ (signature of representative or person making charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) _____ Address _____ (date) 01/10/2023 01:23:32 AM		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	01/16/2023
(b) (6), (b) (7)(C)	01/09/2023

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(1)(A) and 8(b)(2)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by issuing unlawful fines and or internal charges.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310718	Date Filed 1/23/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name OPEIU Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2900 Eastlake Ave E, Suite 220 Seattle, WA 98102		d. Tel. No.	e. Cell No.
		f. Fax No.	g. e Mail (b) (6), (b) (7)(C)@opeiu8.org
h. The above named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past 6 months, the Union has breached its duty of fair representation by refusing to file a grievance on behalf of (b) (6), (b) (7)(C), and other members with (b) (6), (b) (7)(C) years of employment with the Employer, over the Employer's failure to pay these employees bonuses due under the contract and/or by agreeing to a contract that discriminated against these employees, while misrepresenting the contract's provisions to these employees.			
3. Name of Employer Plymouth Housing Group		4a. Tel. No. 206-210-0500	b. Cell No.
		c. Fax No.	d. e Mail (b) (6), (b) (7)(C)@plymouthhousing.org
5. Location of plant involved (street, city, state and ZIP code) 2113 3rd Ave Seattle, WA 98212		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) affordable housing	8. Identify principal product or service housing	9. Number of workers employed 358	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
12. I declare that the foregoing is true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e Mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		(date) 1/23/23	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-310729	Date Filed 1/23/2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Brotherhood of Teamsters, Local 117		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 14675 Interurban Ave. S. Ste. # 307 Tukwila, WA 98168		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. 206-441-3153	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six (6) months, the above named labor organization failed to include the Charging Party in a grievance settlement pertaining to a grievance filed by the Charging Party.			
3. Name of Employer Swire Coca-Cola		4a. Tel. No. 253-656-1000	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 3500 20th Street East, Fife, WA 98424		6. Employer representative to contact (b) (6), (b) (7)(C)	
7. Type of establishment (factory, mine, wholesaler, etc.) Beverage Equipment Service	8. Identify principal product or service	9. Number of workers employed 40+	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) to the best of my knowledge and belief. (b) (6), (b) (7)(C) _____ (Print/type name and title or office, if any) _____ ing charge) Address (b) (6), (b) (7)(C) Date 1-18-23 (b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. PRIVACY ACT STATEMENT)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-311279	Date Filed 1-31-2023

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT				
a. Name Workers United, Worker Law		b. Union Representative to contact Marina Multhaup		
c. Address (Street, city, state, and ZIP code) 18 West Mercer Street, Suite 400, Seattle, WA 98119		d. Tel. No. (206) 378-413	e. Cell No.	
		f. Fax No.		
		g. e-mail multhaup@workerlaw.com		
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attachment.				
3. Name of Employer Starbucks Corporation		4a. Tel. No. (312) 795-3237	b. Cell No. (312) 480-1544	c. Fax No. (312) 372-7880
		d. e-mail ksiegel@littler.com		
5. Location of plant involved (street, city, state and ZIP code) 2344 Eastlake Ave E, Seattle, WA 98102		6. Employer representative to contact Kathryn Siegel, Littler Mendelson P.C.		
7. Type of establishment (factory, mine, wholesaler, etc.) Restaurant	8. Identify principal product or service Food and Beverage		9. Number of workers employed approx. 30	
10. Full name of party filing charge Starbucks Corporation				
11. Address of party filing charge (street, city, state and ZIP code) 2344 Eastlake Ave E, Seattle, WA 98102		11a. Tel. No. (312) 795-3237	b. Cell No. (312) 480-1544	c. Fax No. (312) 372-7880
		d. e-mail ksiegel@littler.com		
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Kathryn E. Siegel Kathryn E. Siegel (signature of representative or person making charge) (Print/type name and title or office, if any)			Tel. No. (312) 795-3237	
			Cell No. (312) 480-1544	
			Fax No. (312) 372-7880	
Address 321 North Clark Street, Suite 1100, Chicago, IL 60654			Date 1/27/23	
			e-mail ksiegel@littler.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Since on or about January 24, 2023, Workers United failed and refused to bargain collectively in good faith resulting in violations of Section 8(b)(3) of the Act. Among other things, the violations involve the following actions by Workers United and its agents:

(1) Starbucks and Workers United agreed to meet on January 24, 2023 for the purpose of engaging in negotiations regarding the Starbucks single-store bargaining unit located at 2344 Eastlake Ave. E, Seattle, WA 98102, and the parties mutually agreed that the place of bargaining would be the Courtyard by Marriott Seattle Downtown/Lake Union - 925 Westlake Ave. N, Seattle, WA 98109. After Starbucks representatives appeared at the agreed-upon location for the in-person meeting on January 24, Workers United unilaterally announced – with no mutual agreement – that the Union was using a computer to broadcast the meeting virtually to other individuals who were not present in the room. After Starbucks objected to having a Union computer broadcast the meeting virtually to other individuals not present in the room, Starbucks stated that it would proceed with the agreed-upon meeting provided that the Union ceased its virtual broadcasting of the meeting. The Union persisted in its insistence on virtual broadcasting of the meeting, which prevented the meeting from continuing.

(2) Workers United and/or its agents also unilaterally engaged in the recording of one or more exchanges during bargaining on October 24, 2022 without prior notice, discussion or mutual agreement, including the posting on the Internet of one or more such recorded exchanges.

(3) Workers United's unilateral arrangements and insistence on broadcasting bargaining meetings virtually to other individuals who were not present, and the unilateral recording of one or more exchanges during bargaining without prior notice, discussion or mutual agreement, constitutes a failure to bargain collectively in good faith for multiple reasons, including (among other things) the following:

- (a) both sides have a legal right to refuse to be recorded during negotiations because recordings or transcriptions “inhibit the free and open discussion necessary for conducting successful bargaining.” *Bartlett-Collins Co.*, 237 NLRB 770, 773 n. 9 (1978), *enforced*, 639 F.2d 652 (10th Cir. 1982), *cert. denied*, 452 U.S. 961 (1981); *cf.* *Pennsylvania Telephone Build (Bell Telephone)*, 277 NLRB 501, 501-502 (1985);
- (b) using a computer to virtually broadcast negotiations to other individuals who are not present makes it impossible to prevent a recording and re-transmission of everything stated by the participants, which is reflected in the fact that one or more bargaining exchanges on October 24, 2022 were recorded and posted on the Internet by Workers United and/or its agents;
- (c) expanding bargaining meetings to a virtual audience is likely to encourage posturing that detracts from efforts to work out mutual agreements;
- (d) having bargaining meetings broadcast virtually to other individuals not present undermines the interests of Starbucks partners because the negotiations may warrant the discussion of individual partners by name and are likely to address many sensitive topics; and

(e) having a bargaining meeting broadcast virtually using a Union computer prevents the bargaining participants from knowing the identities of persons in the virtual audience, and makes it impossible to determine whether the virtual audience improperly includes non-employees, media representatives and/or members of the general public who have no authority to participate.

(4) As stated during the January 24, 2023 bargaining meeting, Starbucks remained (and remains) ready to proceed with good faith collective bargaining in meetings conducted at the locations and times agreed upon by the parties, which was prevented by the actions and conduct by Workers United and its agents described above.